

Human capital and employee entrepreneurship

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Propositions
accompanying the doctoral dissertation

Human capital and employee entrepreneurship
The role of skills, personality characteristics and the work context

Sanne Johanna Leontien van Wetten

1. The extent to which various intrapreneurial skills are important for an employee's intrapreneurial potential, partly depends on the type of job (Chapter 3).
2. Higher education graduates' intrapreneurial skills are not always optimally used (Chapter 3).
3. Employees' personality traits are important drivers of organisations' intrapreneurial potential (Chapters 2, 4 and 5).
4. Highly intrapreneurial employees' personality traits resemble those of entrepreneurs, but intrapreneurs are on average more creative (Chapter 4).
5. When hiring employees with intrapreneurial talent, organisations should provide rewards, time and organisational resources to facilitate this talent.
6. Being an academic researcher is very similar to being an intrapreneur.
7. Coming up with new ideas is not enough; only ideas that are implemented can create value for firms and society.
8. Multidisciplinary research requires knowledge of multiple academic languages.
9. Education is not preparation for life; education is life itself (John Dewey).
10. Meditation is the only intentional, systematic human activity that is about not trying to improve yourself or get somewhere else (Jon Kabat-Zinn, 2005).